

### **DID YOU KNOW?**

The Health and Safety Executive estimates that up to one-third of all road traffic accidents involve somebody who is driving for work. Learn how to protect your employees who drive for work from accidents and liability.



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## **Are You Doing Enough to Protect Employees Who Drive on Business?**

Employees who drive on business must navigate through a slew of hazards on congested roadways. They are responsible for driving safely, not endangering other drivers and completing their demanding work duties.

But your drivers' failure to fulfil their responsibilities on the road, like driving safely, can lead to criminal offences for collisions, injuries or deaths they cause. Further, your drivers risk sully your business' reputation, triggering an investigation by the Health and Safety Executive and generating a corporate manslaughter charge which can hold your business liable for any fatalities.

This applies not just to full-time commercial drivers, but to any employees who happen to be driving for work.

Are you doing enough to protect your employees who drive on business?

To help protect your employees from serious road traffic offences and to protect your business from liability, make sure your drivers follow the Road Traffic (Northern Ireland) Order 1995 in Northern Ireland and the Road Traffic Act 1998 in England, Wales and Scotland.

Establish a driving at work policy that addresses topics like driver and vehicle safety, drink and drugs and mobile phones to show you have properly trained your employees. And rely on Crendon Insurance Brokers Ltd for more information on protecting your employees who drive for work.



**Crendon  
Insurance  
Brokers**

## **Effective Interview Techniques**

As your business grows, so will your workforce. More employees will be needed to match growing demands and responsibilities.

But in the fevered rush of business success, some organisations skimp on thorough hiring practices, preferring instead just to hire people to fill seats and quotas. This strategy, while solving a short-term problem, can cost organisations thousands of pounds through what are known as 'bad hires'.

Bad hires are new employees who turn out not to be a good fit for the company or who are found to be inadequately prepared to handle their jobs. And they do more damage than you might think. Twenty-seven per cent of UK businesses that responded to a 2013 CareerBuilder survey reported that a single bad

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## Make Sure You Know About the Corporate Manslaughter Act

Prosecutions under the Corporate Manslaughter and Corporate Homicide Act 2007 ('the Act') have been on the rise since 2011. In fact, in 2012 alone, the number of prosecutions spiked by more than 40 per cent. Make sure you and your business do not contribute to this rising number.

Companies and organisations can be found guilty of corporate manslaughter (or homicide in Scotland) if the way in which their activities are managed or organised:

- Results in a person's death; and
- Amounts to a gross breach of a relevant duty owed to the deceased.

Penalties can range from unlimited fines to remedial and publicity orders. While the Act only applies to organisations, individuals such as directors and senior managers can still be individually prosecuted under common law for gross negligence manslaughter and a variety of health and safety offences.

The following are two recent cases involving corporate manslaughter.

**MNS Mining Ltd:** In September 2011, four miners were killed when a mine they were working in flooded. The mine, located in the Swansea Valley, was owned by MNS and was known to flood frequently. It is alleged that MNS caused the deaths of the four men because there was no safe system of working in place. The manager of the mine and MNS have each been charged with four counts of corporate manslaughter. Both the manager and company have pleaded not guilty, and a provisional trial date has been set for 24 March 2014.

**Lion Steel Ltd:** A maintenance worker died when he fell 13 metres through a fibreglass rooflight to the factory floor while repairing a roof. Lion Steel Ltd was convicted under the Act, fined £480,000 and ordered to pay £84,000 in prosecution costs.

To avoid becoming the next company prosecuted under the Act, make sure that you are up to date on health and safety regulations, have a comprehensive health and safety policy, conduct regular risk assessments and provide adequate employee training. For more information on the Corporate Manslaughter and Corporate Homicide Act, contact Crendon Insurance Brokers Ltd today.

## Effective Interview Techniques

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hire cost them more than £50,000. That is a huge price tag for one mistake. To avoid taking the same misstep, ensure your hiring practices are top-notch.

Before any interviews, review candidates' CVs to understand their employment histories and skill sets. Because candidates should know their CVs inside out, be ready to ask specific questions about their history and aspirations.

When meeting candidates, remember that shaking hands is an important first impression. Because candidates are also interviewing you to see whether your company is a good fit for them, you should project confidence. Greet candidates with a firm handshake and direct eye contact.

During the interview, ask open-ended questions with opening words like who, what, where, when, why and how. Phrasing questions this way invites candidates to elaborate on their answers rather than supplying short, one-sentence replies.

Structure the interview according to what kind of candidate you are looking for—if you are recruiting for a highly skilled position, focus on questions about experience and skill set. For temporary positions, try an informal chat. Always tailor the interview to your business' needs.